



FIRE FORESTER
Pacific Cascade Region
Recruitment # 2006-09-3007

AGENCY MISSION AND CHALLENGE:

The mission of the Department of Natural Resources (DNR) is to provide professional, forward-looking stewardship of our state lands, natural resources, and environment. DNR provides leadership under the Commissioner of Public Lands, an elected official, in creating a sustainable future for the State Trust Lands.

At the DNR, we envision a future in which our human and natural environment provides abundant and diverse social, ecological, and economic benefits for the people of Washington, in this and all future generations. In acting to ensure the vision, we ensure sustainability.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. Since 1970 DNR-managed lands have generated \$6 billion that support public schools, state institutions and county services. These lands also provide public benefits that include fish and wildlife habitat, clean and abundant water and public access to outdoor recreation. The DNR operates with a biennial budget of approximately \$400 million and has over 1300 employees. For more information about the department, see the DNR website at www.dnr.wa.gov

Job Classification:	Natural Resource Specialist 2
Type of Position:	This is a permanent position. This position is represented by the WPEA. Once appointed to this position the incumbent will be required to pay union dues or other representation fee within the first 30 days of employment.
Monthly Salary Range:	\$3,052 – \$3,908
Benefits Package:	Health and dental insurance, retirement pension, vacation, sick leave and holidays
Posting Date:	September 18, 2006
Closing Date:	October 2, 2006
Location:	Castle Rock WA

POSITION PROFILE

This position supports the mission and goals of DNR through the fire suppression, regulation and prevention programs. Supervision duties include one Natural Resource Specialist 1 and 15 seasonal firefighter. Responsibilities include independently planning, prioritizing, coordination, and implementing the fire program within Cowlitz and Wahkiakum Counties. Works under the guidance of agency policies and procedures as well as State and Federal regulations. This position reports to the Fire Operations District Manager and must interact with the Region and Division staff, public agencies, industry, and the general public. Work is assigned both in writing and verbally depending on the assignment. However, incumbent independently develops the large majority of work assignments based upon needs.

REQUIRED POSITION QUALIFICATIONS

Key Knowledge and Skills

- Burn permit regulations
- Regulatory education and enforcement
- Forest fire prevention and suppression techniques
- Good written and verbal communication skills

Key Supervisory Knowledge and Skills

- Employee recruitment and selection
- Planning and assigning work, including setting performance standards and expectations
- Evaluating and documenting performance
- Performance feedback and coaching
- Training and development planning
- Employee motivation and performance-based recognition
- Corrective action tools and strategies

This level of knowledge and skill is typically achieved after:

- Four years of wildland fire experience, which includes at least one year of experience issuing burning permits and conducting fire prevention/education activities;
- One year of supervisory experience with responsibility for assigning work to other staff, coaching other staff, and evaluating the work product of other staff;
- AND successful completion of six months in a performance review period.

DESIRED POSITION QUALIFICATIONS

- A Bachelor or Associates Degree in a Natural Resources Field
- Two years of professional Forestry experience
- Knowledge of employment rules and regulations as they apply to permanent, seasonal career, and seasonal employees.
- Experience supervising wildland firefighting personnel.
- Knowledge of the Incident Command System.
- Experience in writing burning permits, and dealing with smoke management issues concerning the public, industry, and other agencies
- Proven ability in computer applications such as Microsoft Office Suite
- Ability to serve as an instructor.

SPECIAL POSITION REQUIREMENTS AND WORKING CONDITIONS

- Must be at least 18 years of age at time of hire.
- Must possess valid driver's license and have two years driving experience.
- Must possess at minimum, current Single Resource Boss NWCG qualification.
- Must obtain a Police Powers Commission within six months of hire.
- Must pass work capacity test at the level required by current red card qualifications.

WHO MAY APPLY

This recruitment is open to anyone who meets the required qualifications for this position.

APPLICATION PROCESS

To be considered for this position please submit:

- A letter of interest describing how your experience and qualifications relate to the job profile and the required and desired position qualifications. Indicate in your letter of interest how you learned of this opportunity.
- A completed resume.
- An online voluntary [Applicant Profile Questionnaire](#).

The first screening will be based on information contained in your letter of interest and your state application.

Submit all materials by the closing date to:

Electronic method preferred

judy.hainline@wadnr.gov

OR other method

Pacific Cascade Region
601 Bond Rd
PO Box 280
Castle Rock WA 98611-0280

NOTE: Please indicate **Fire Forester, Recruitment #2006-09-3007** in the subject line of your e-mail.

By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.

Questions? Please contact Steve Riepe at (360) 740-6810 or e-mail us at DNRrecruiting@wadnr.gov.

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This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer. **Women, racial, and ethnic minorities, persons of disability, and disabled and Vietnam-era veterans are encouraged to apply.** Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR's ADA Coordinator at (360) 902-1150. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.